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**CPS SUPPORTS EXTREME HIRING MAKEOVER: PARTNERSHIP FOR PUBLIC
SERVICE THROUGH MAPPING THE HIRING PROCESS OF THE CENTERS FOR
MEDICARE & MEDICAID SERVICES**

Public/private partnership to help change the face of Federal hiring

Washington D.C. – As a member of the Extreme Hiring Makeover: Partnership for Public Service Dream Team of public/private sector recruitment experts, CPS Human Resource Services mapped the hiring process for the Centers for Medicare and Medicaid Services (CMS) from end to end. The CMS end to end hiring process entailed 64 steps. Those steps represented a series of actions that involve the hiring manager, their executive officers, budget resources, agency and Health and Human Services executives, and multiple HR resources.

Last year CPS Human Resource Services joined eight other leading recruitment experts to form the Extreme Hiring Makeover team to help the Federal government improve how it recruits and hires talented workers.

“CPS is pleased to donate its time in helping the Federal government identify solutions to improving its recruitment and hiring process,” said Gib Johnson, CPS Senior Manager for Federal Clients Services and team project sponsor. “The mapping process is the first critical phase in determining where further hiring efficiencies can occur which will result in recruiting a better qualified workforce,” added Johnson.

How serious are the federal government’s hiring problems? More than half of all federal employees will be eligible to retire within the next five years. As reported, one of the biggest impediments to attracting new employees is the federal hiring process. In some cases, federal job application instructions run 35 pages long. Federal processes for assessing the skills of potential employees are among the least effective available and applicants often have to wait six months to a year before getting a federal job offer. The Extreme Hiring Makeover dream team is led by the Partnership for Public Service and includes Monster Government Solutions, ePredix, CPS Human Resource Services, AIRS, Brainbench, the Human Capital Institute and Korn/Ferry International.

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In a recent presentation by Marcia Marsh, a Vice President for Partnership for Public Service, to the US Senate Subcommittee on Oversight of Government Management, the Federal Workforce, and the District of Columbia Committee on Homeland Security and Governmental Affairs, she noted that the concept of helping improve the hiring process is much like the popular *Extreme Makeover Television shows* where participating Federal agencies boldly and bravely came forward with a simple desire to improve. But unlike the TV show participants, their measure of success is not cosmetic, but something far more important: bringing the best talent into the federal government by improving the way the government works.

“Our mission at CPS is to improve HR in all forms of government. The Extreme Hiring Makeover project is among one of our best partnerships for delivering upon our mission,” said Johnson.

In July, CPS will participate in a public close to the project and will share their lessons learned and the tools developed in an effort to fuel change across government.

About CPS Human Resource Services

As a self-supporting government agency, CPS helps improve human resources in the public and non-profit sectors. CPS provides a full range of HR products and services including exam services, consulting, executive search, and HR outsourcing services to more than 1,000 local, state, and federal government agencies, public utilities, nonprofit associations and institutions of higher education throughout North America.

CPS Human Resource Services has more than 10 offices across the country. CPS is governed by a 10 member public agency board of directors: City of Anaheim; California State Personnel Board; East Bay Municipal Utilities District; Hayward Unified School District; City of Las Vegas; The City University of New York; Sacramento County; City/County of San Francisco; Sonoma County; and the Office of Employment Relations, State of Wisconsin.

CPS Human Resource Services is the 2004 winner of the **Sacramento Workplace Excellence Leader Award**. CPS was nominated by its employees and selected from more than 90 nominees.

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